



WELCOME!
Working With Resilience

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The Resilience at Work (R@W) Scale

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Our Definition of Employee Resilience 

An individual's capacity to manage the everyday stress of work and remain healthy, rebound and learn from unexpected setbacks and prepare for future challenges proactively



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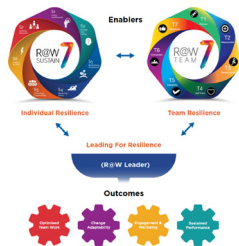
Theoretical Underpinnings



Key drivers in the focus of the R@W Scale

- Resilience is a changing state that involves interplay with the environment
- Context is critical – Needs to be work focused
- A systems approach promotes sustainability
- It needs a strengths and a coping focus
- A holistic approach is best
- At work the focus needs to be on aspects that can be changed (behaviors) rather than personality or broad concepts like self efficacy


R@W Toolkit



R@W Toolkit Benefits




- Work specific
- Systemic approach. Individual, team and leader
- Flexible – Can use parts or whole
- Diagnostics based on workplace research
- Practical - Informs actions within scope of influence
- Scalability – Team or organisational interventions

Resilience @ Work – Action Plan 

R@W Component	Two things I'm already doing	One Small Shift	Support Person
Living Authentically			
Finding Your Calling			
Maintaining Perspective			
Mastering Stress			
Interacting Cooperatively			
Staying Healthy			
Building Networks			


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The Seven Components 

S1 - Living Authentically


- Knowing and holding onto personal values, deploying strengths, and having a good level of emotional awareness and regulation

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The Seven Components 

S2 - Finding Your Calling

- Seeking work that has purpose, gives a sense of belonging, and fits well with one's core values and beliefs



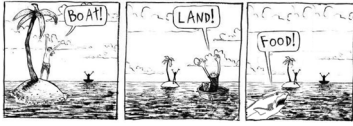
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The Seven Components



S3 – Maintaining Perspective

- Having the capacity to reframe setbacks, maintain a solution-focus, and manage negativity



The Seven Components



S4 - Mastering Stress

- Employing work and life routines that help manage everyday stressors, maintaining work-life balance and ensuring time for relaxation

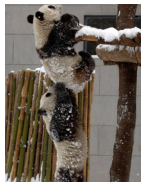


The Seven Components



S5 – Interacting Co-Operatively

- Seeking feedback, advice and support, and providing support to others



The Seven Components

S6 - Staying healthy

- Maintaining a good level of physical fitness and a healthy diet




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The Seven Components

S7 - Building networks

- Developing and maintaining personal support networks



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Developing Resilience

Individual focus

Being Authenticity	Finding your calling	Maintaining perspective	Managing stress	Interacting co-operatively	Staying healthy	Building networks
Understanding and using personal strengths	Looking work to a higher purpose	Perspective on set backs	Self-care routine at work and home	Seeking feedback on performance	How to change habits	Identifying network gaps
Personal values and impact on well-being (Integrity)	Developing social connectiveness	Solution-focused problem solving	Positive and active relaxation	Seeking support	Healthy eating	Developing access to all levels of support required
Emotional regulation and control	Avoidance of thinking traps	Positive energy and optimism	De-stressing and de-briefing techniques	Offering support	Exercise	
Mood management	Emotional regulation and control	Response to, and management of, negativity	Tense management		Better sleep	
	Adaptability	Workload negotiation	Work-life balance			
		Adaptability	Mindfulness			

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Thank you!

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